

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Call Meeting to Order:

Chairman Alex called the Regular Meeting of the Franklin Township Board of Trustees to order at 6:30 p.m. on December 10, 2020, via teleconference (ZOOM).

Opening Prayer: Led by Trustee Fleshman

The Pledge of Allegiance: Led by Trustee Horn

Roll Call: Alex, yes; Fleshman, yes; Horn, yes.

Approval of Prior Meeting Minutes:

Alex made a motion to approve the following meeting minutes: A regular meeting held on October 22, 2020, a special meeting held on November 12, 2020 and a regular meeting held on November 12, 2020.

Fleshman seconded the motion. With no discussion a vote was taken as follows: Alex, yes; Fleshman, yes; Horn, yes. The motion was passed.

With no discussion Alex moved to Old Business.

Old Business

The Fiscal Officer recommended the following resolution:

Resolution 2020-224

WHEREAS, revenues for the operations of the road department are not sufficient to fund existing operations; and,

WHEREAS, transfers from the General Fund are necessary to subsidize the operations and keep the road department operating for 2020.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio:

<u>Fund/Program/Department</u>	<u>Current Appropriations</u>	<u>Increase (Decrease)</u>	<u>Revised Appropriations</u>
<u>GENERAL</u>			
<u>Debt Service</u>			
Debt Service	\$174,900	\$2,600	\$177,500
<u>MOTOR VEHICLE LICENSE TAX (2011)</u>			
<u>Highways</u>			
Other	21,900	(5,500)	16,400
<u>GAS TAX</u>			
<u>Highways</u>			
Salaries	114,700	1,300	116,000
Other	61,600	3,700	65,300
Total	176,300	5,000	181,300

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

ROAD AND BRIDGE

Highways

Salaries	127,200	2,200	129,400
Other	12,175	1,100	13,275
Capital Outlay	16,750	(16,750)	0
Debt service	<u>22,675</u>	<u>16,750</u>	<u>39,425</u>
Total	<u>178,800</u>	<u>3,300</u>	<u>182,100</u>

FIRE LEVY

Fire Protection

Salaries	2,480,000	0	2,480,000
Other	<u>1,330,100</u>	<u>200,000</u>	<u>1,530,100</u>
Total	<u>3,810,100</u>	<u>200,000</u>	<u>4,010,100</u>

CARES Provider Relief

Emergency Medical Services			
Other	<u>20,502</u>	<u>2</u>	<u>20,504</u>

PERMISSIVE MOTOR VEHICLE LICENSE TAX

Highways

Salaries	48,000	0	48,000
Other	1,248,200	20,600	1,268,800
Debt Service	11,200	0	11,200
Other Financing Uses	<u>20,600</u>	<u>(20,600)</u>	<u>0</u>
Total	<u>1,328,000</u>	<u>0</u>	<u>1,328,000</u>

Alex moved. Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows:

Alex: YES/ NO **Fleshman:** YES/ NO **Horn:** YES/ NO
Resolution passed.

The Fiscal Officer recommended the following resolution related to CARES Act Funding:

Resolution 2020-225

WHEREAS, it is necessary to provide for the current expenses and other expenditures of Franklin Township, Franklin County during the year ending December 31, 2020; and,

WHEREAS, the Annual Appropriations Resolutions 2020-103 for the period from January 1, 2020 thru December 31, 2020 needs amended.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TOWNSHIP TRUSTEES OF FRANKLIN TOWNSHIP, FRANKLIN COUNTY:

SECTION 1, the amounts presented below are hereby appropriated.

	Current	Increase	Revised
<u>Fund/Program/Department</u>	<u>Appropriations</u>	<u>(Decrease)</u>	<u>Appropriations</u>
<u>LOCAL CORNOA VIRUS RELIEF (2905)</u>			
<u>Emergency Medical Services</u>			
Salaries	\$0	\$42,301	\$42,301

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Alex moved. Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows.

Alex: YES/ NO
Resolution passed.

Fleshman: YES/ NO

Horn: YES/ NO

The Fiscal Officer recommended the following resolution:

Resolution 2020-226

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves a fourth Engagement Letter for Jeffrey G. Wilcheck, CPA, an independent contractor, for services to include:

1. Training and guidance in the areas of Ohio Budgetary requirements and accounting and financial reporting;
2. Assist in reconciling the 2020 financial records with the bank;
3. Assist with the budgets for 2020 and 2021;
4. Assist in reviewing the issues identified by the Auditor of State Audit and Local Government Services divisions relating to 2017 through 2019;
5. Assist in reconciling and correcting year end payroll reports; and
6. Other services at the request of the Township and within the dollar limitations of this agreement.

The fees are not to exceed \$7,500, for 200 hours of service billed periodically to the Township at a rate of \$37.50 per hour. The work completed is subject to review and acceptance by the Township Fiscal Officer.

Fleshman asked the Fiscal Officer per their previous discussion if the plan is still in place for the consultant's work to be completed by April 2021. Fiscal Officer Rhinehart replied that the projected plan is for the consultant's work to be completed by April 2021.

With no further discussion, Alex moved. Fleshman seconded the Resolution; with no additional discussion, the roll was called for its adoption and the vote was as follows:

Alex: YES/ NO
Resolution passed.

Fleshman: YES/ NO

Horn: YES/ NO

The Fiscal Officer recommended the following resolution:

Resolution 2020-227

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves the accounts payables in the amount of \$95,013.21 and payroll paid on 11/27/2020 in the amount of \$163,258.96 and payroll ending on 12/08/2020 in the amount of \$263,260.09 for a total of \$521,532.26. From check number 64839 to 65116 and electronic vouchers from #611 to 812-2020.

Alex moved. Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows:

Alex: YES/ NO

Fleshman: YES/ NO

Horn: YES/ NO

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Resolution passed.

The Fiscal Office recommended the following resolution:

Resolution 2020-228 (no action taken)

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves the pay of up to \$17/hour and benefits for a full-time Staff Accountant position reporting to the Fiscal Officer. The primary duties and responsibilities are outlined per the attached Exhibit *Staff Accountant Job Posting*.

Alex explained that the Township is currently unable to fill Fire Fighter positions to run a fire engine but the Township continues to pay for a financial consultant; as well as pay hefty fees to Local Government Services (LGS); as well as not being able to hire a full-time administrative assistant. With the severe budget problems Alex said he cannot fathom expanding the finance office with another staffer since the department already has a full-time staff member plus two or three equivalent full-time staff members. Alex said he would like to see the Township complete their audit, complete the tasks that need to be done by the current staff members in the finance department, then the Township can figure out how to bring in additional revenue to fund the critical positions that help the residents first, like the Fire Fighters. This has to be the Township's priority, said Alex. If the Township is going to expend any money it is putting money back on the streets to the public services that the residents need, Alex explained. Alex closed by saying he is a no, and that he cannot support adding more staff to the Fiscal Department and opened the floor to the other trustees for their comment.

Horn said that when this position is filled it should be with a diversified person that is not just solely for the Fiscal Department. This position should be titled and filled soon, say within the next six (6) months, said Horn. This position would be able to handle other duties. Horn addressed Alex by saying that the Township is paying \$20.00 an hour to a temporary staffing service to cover the front office and this just doesn't make sense to keep using the service, the Township should go ahead and fill this position sooner than later.

Alex agreed, but stated that the Township has a collective bargaining agreement in place for that position and if the Township is going to hire then the Township should hire that position that is there. Horn said that this is a matter of opinion as far as the collective bargaining agreement. Alex said that it is a legal agreement the Township signed. Horn said he is not standing on that legal agreement because he spoke with the teamster's union and understands it to be that it is not a legal agreement. Horn said this agreement was tossed to the wayside. Horn said it is not doable to add two (2) or three (3) people at this time.

Horn said that if the Township goes forward with someone this would need to be a diversified person. Currently, the Township has a temporary person to satisfy the police department but the Township needs to define this thing before they hire someone. The Township is burning money like crazy in the

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Fiscal Department, said Horn. Horn said, in his opinion to Chairman Alex that the Board needs to call Mark Long of the auditor's office to see how much pressure is going to keep being put on the Township to continue to pay \$37.50 an hour for a financial consultant and then other full-time employees for the financial department. Before the Township gets into this too heavy they need to get clarifications from the auditors, as things are totally out of control, said Horn.

Fleshman said he has looked at this in several different ways especially if this was included in the 2021 budget. Fleshman said he wants to consult with Chief Welch if there is any way in 2021 the Township can hire two (2) full time Fire Fighters from the general fund to help take some of the load off, since COVID-19 it is hard when the Township has Fire Fighters out and then a fire engine has to go out of service. Fleshman said he agrees with Alex that the Township need to look at their emergency services. With that being said, Fleshman went back to the position Fiscal Officer Rhinehart is proposing. Fleshman said he had previously spoken to Fiscal Officer Rhinehart about the 2021 budget and this requested position would not start until sometime in 2021. Fleshman said he heard the position of his fellow trustees and would like to continue talks and asked Fiscal Officer Rhinehart to reach out to each Board member to review and discuss at a future date. Fleshman asked his fellow trustees to look at this again and discuss this with Fiscal Officer Rhinehart.

Fiscal Officer Rhinehart explained that she desperately needs this position and explained that she has been working ten (10) to fourteen (14) hours per day, six (6) days a week and is no longer able to continue to work at this pace. These hours are required to keep up as well as other aspects related to the audit, such as establishing a records retention schedule, where the Township currently has boxes piled all over the place that are not in proper storage. There are all kinds of things that the Fiscal Department is doing that are going to come up in the audit findings. Rhinehart explained that she sees no reason to continue this mess and that it needs to be cleaned up. Rhinehart shared that the Fiscal Department is a totally messed up department that this person is needed to do research, and to help with the audit. What the consultant is doing is way beyond anything any of us can do, but I will eventually have to do what the consultant is doing when he is no longer here. I cannot do that if I am trying to make up for lost time, which is what I have been doing for months, explained Rhinehart.

Alex said he hates to say this, but each department head feels the same way, as they are all under resourced and do not have the tools to work. Townships of our size are lucky to have an assistant fiscal officer let alone the additional services of a full-time consultant helping out. Alex said he understands that it is complicated and difficult and that the previous fiscal officer has left the Township with a really bad mess but that is the job.

Alex stated to Rhinehart that she has a full-time staff position that reports to her and that is more than many other people have in the Township. Alex said he understands that Rhinehart needs more help but everyone needs more

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

help. If we asked the police chief, fire chief, road superintendent, everyone needs more help. The Township needs a half dozen more police officers on the street, the Township needs a half dozen Fire Fighters, and the Township needs more road crew on the street, stated Alex.

Rhinehart said she can no longer work the hours she's been working and is going to be a part-time person. Rhinehart said she is not going to kill herself over this. She explained that her role is to inform the Board of her need for help/position and then to ask the Board for approval of the wage for the requested position, it is then the Board's job to determine the wage amount, not to determine that a position is not needed in the Fiscal Department.

Alex said that Rhinehart's comments are duly noted and that no action was taken by the Board related to recommended Resolution 2020-228.

The Fiscal Officer recommended the following resolution:

Resolution 2020-229

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves to obtain legal review of agreements, i.e., contracts or leases in excess of \$10,000.00 annually or cumulatively, prior to completion of appropriate signatures.

Fleshman moved. Motion died for lack of a second.

The Fiscal Officer recommended the following resolution:

Resolution 2020-230

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves Medical Mutual of Ohio (MMO) to change the copay structure of the MMO Medical Plan, as of January 1, 2021, to reflect the member portion of the copay only, i.e., the minimum copay paid at point of service, thus eliminating all Franklin Township reimbursements to members for the copays. This change to the plan design has zero financial impact on members, as they will still have the same exact copay liability, and will have a seamless payment of provider benefits internally by MMO, that will then collect Health Reimbursement Arrangement (HRA) plan expenditures from Franklin Township on a mutually agreed upon time basis (minimum weekly) and will therefore not require any pre-fund or impress balance.

Rhinehart introduced Brian Lenzo from Preferred Benefits to explain this resolution. The true employee co-pay will be:

Office Visit = \$10.00

Specialist Visit = \$10.00

Urgent Care = \$10.00

Emergency Department = \$75.00

The MMO will pay the provider directly and will be handled behind the scenes. With this new change the annual premium to the Township will increase 2.2% for a total of 12.2% increase for the year, said Lenzo.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Lenzo continued to share that with the Township no longer reimbursing staff for co-pays this would save the Township approximately \$14,700.00 annually. There is no need for staff members to have a debit card as the MMO will bill the provider directly, Lenzo explained.

Fleshman asked Lenzo how the process will work if the employee is required to pay up-front for a service or medical equipment. Lenzo said, just like today the staff members would need to pay this amount up-front and be reimbursed through the Health Reimbursement Agreement (HRA). Fleshman asked how long is the turnaround for the staff to be reimbursed. Lenzo said he cannot provide a specific timeframe but as soon as a claim is processed it is typically seven (7) to fourteen (14) days. Fleshman said our previous broker turned reimbursement around within fourteen (14) days. There were times when our previous broker would call the provider to avoid the upfront out-of-pocket expense to the employee, Fleshman said. Lenzo said he is happy to do the same thing to assist the employees. The HRA is not designed to pay upfront, but to reimburse the staff. If monies were paid upfront in the past, that is not the way this will be handled moving forward as it does impact the IRS, said Lenzo.

Lenzo said his team is willing to work with each employee and their individual needs. If an out-of-pocket expense does occur (using a credit card) the reimbursement would be received in time for the employee to pay their credit card invoice before it is due.

Fleshman asked if a member goes outside of the way they are paid could that member be taxed by the IRS? Lenzo said yes, and this could jeopardize the entire program. Fleshman said that if a member does not know this is an issue they could be faced with penalties from the IRS potentially. Lenzo agreed.

Alex said that anytime the Township is making changes on anything the first step is to not bring it to the Board but to sit down with our bargaining units in a labor management meeting and discuss those changes and make sure there is buy-in or at least their opinion is heard, even if it is saving money and good things like that. Alex said the information provided sounds good but until the Township employees who have collective bargaining agreements have a seat at the table or at least a part of that conversation, he will not move forward on this. Alex opened the floor for discussion.

Rhinehart said this does impact the Township's ability to move forward with the HRA. This came up quickly and this is the option that we came up with. Alex said he understood but told Rhinehart that it is just as easy for her to talk to the collective bargaining units and that process needs to be followed. The Township has union agreements and very hard workers and they deserve a seat at the table and a voice and Alex wants to make sure they are OK and that they understand that this stuff is happening and for that reason Alex said he has chosen not to move forward with this.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Alex said Rhinehart has to respect the bargaining units because everything the Township does to ignore them harms their ability for a seat at the table and that is fundamentally wrong.

Rhinehart explained that this does not change the employee's benefit.

Horn said he understands the Chairman's position but the Township has a prerogative to make the best decision in the best interest of the residents of the township. The Township works for the residents, not the unions and the unions do not have a legal vote on management decisions. If the Township is able to save money and keep things on a steady basis that's a good thing. It is a huge chore for employers to find the best deals on insurance. It is the Board's responsibility to do what is best for the residents, said Horn.

Fleshman asked the Chairman if there were any members of the collective bargaining agreements on the telephone attending the meeting to ask their questions. Fleshman asked Rhinehart how much time they had to obtain an answer. Rhinehart said the Township is already behind the ball.

Alex said there is a process and the Board cannot just talk to the union representative and ask them if they are good with this. The union representatives have to talk with their members to get their voice. Alex said he is unsure if this information was even shared with the unions prior to this meeting.

Rhinehart said that this change is not a bargaining issue, it is not a change of benefits.

Ron DeLozier, Local 1441, International Association of Fire Fighters (IAFF) asked the Chairman if he could speak. Alex gave DeLozier the floor.

DeLozier, President of Local 1441 (IAFF), explained that the change in benefit is not a bargaining issue but DeLozier did confirm with Rhinehart that the total policy premium change is an increase of 12.2%. Per Article 38 of the collective bargaining agreement reads that an increase above 12% must be submitted in writing to the collective bargaining unit within ten (10) days. Rhinehart said this change comes with a savings. DeLozier asked Rhinehart if there will be no increase to his insurance cost. Rhinehart said yes. DeLozier said that if the Township is saying that there will be no change in what is going to be withheld from his paycheck then he is good with that. Rhinehart asked Lenzo for clarification. Lenzo explained that the original rate increase was at 20% which was negotiated down to 10%, then the cost of making these changes is an additional 2.2% which makes the total premium increase for 2021 a 12.2% increase. If 12% is the magic number, Lenzo agreed to go back to Medical Mutual to renegotiate.

DeLozier said that the fire department pays a percentage of the premium and anything above 12% has to come before the bargaining unit. DeLozier said if he lets this go what happens the next time, so forth. DeLozier said he answers to the Fire Fighters and if he would agree to outside of their union agreement it would not end well for him. There is an agreement in place with the Township

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

and if the Township does not want to abide by the agreement there are processes in place to address it, said Delozier.

Fleshman said he agreed that it is important to include the collective bargaining agreements. Fleshman said that if this change was not going to impact the employee's paycheck then he was a yes vote, but if the employee in this vote will be impacted by a 2.2% increase or call it what you want, it is not fair to the bargaining group for the Board to sign an agreement and then turn around and say to the employee's that it just a little bit more. Fleshman said he did not think this change was going to impact the employees and he is glad he asked if anyone from the bargaining units were on the call. Fleshman asked Rhinehart if the employee's percentage is going to be an additional cost if this resolution is passed.

Rhinehart said that she believes Delozier is correct that there will be approximately an .08¢ increase per employee premium. Rhinehart said she is willing to work with Lenzo to see if they can get the .2% changed.

Fleshman agreed that the Board has decisions to make but any penny over the union agreements then the Board has broken an oath of agreement. Fleshman said it is important to let the unions know.

Rhinehart said upon reviewing the Fire Fighter's contract within Article 38 that Delozier referenced earlier, does state that if the insurance premium increases over 12% during the calendar year 2020 then the increase must be presented to the union, the contract does not reference calendar year 2021.

Alex stated that he feels the Board has been on this topic enough and reminded Rhinehart that any time she has items to present to the Board that will impact the employees, meetings with the bargaining units need to take place before hand so that the Board does not have to spend thirty (30) minutes trying to figure out where everyone is at. The Fiscal Department should have those conversations and develop relations with each leader of the bargaining units and work with them to ensure they are a part of the process so that the Township can function as it should. Alex said he has a great deal of respect for the Township employees and hopes the Fiscal Officer would do the same by talking to them.

Alex made a motion to table this discussion and resolution 2020-230 until the Fiscal Officer can meet with each collective bargaining unit.

Lenzo asked the Chairman if he could speak briefly. Alex agreed.

Lenzo asked if Medical Mutual leaves the increase for the staff at 10% would Franklin Township be willing to absorb the 2.2% bump. The Township will recoup the funds since there is no reimbursement in employee co-pays. Fleshman said that this will still be a savings for the Township. Rhinehart said this would be a win-win for everyone. Lenzo said we cannot go into January 1, 2021 with nothing in place and this is the best solution for everyone.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Alex asked Lenzo if this could be presented in writing in a legally binding document. Rhinehart asked Lenzo if he could revise the document for the Trustees to sign? Lenzo said yes, he would revise immediately. Delozier said that this arrangement is acceptable with the employee portion being 10% the union is good with it. Delozier said he cannot speak for the other collective bargaining units, but the fire union is good with the employee portion being a 10% increase versus the originally presented 12.2%.

Lenzo welcomed all collective bargaining units to reach out to him directly to schedule the HRA to all staff. Delozier asked Lenzo to reach out to the fire chief to present the HRA changes to fire staff. Lenzo said, once this agreement is signed by the Board everything can move along quickly. Lenzo agreed to meet with the bargaining units via teleconference or in person to review the changes.

Alex reminded everyone that the Board would not have had to spend an hour talking about this topic if the Fiscal Officer had spoken to the bargaining units before this meeting, there would not have been confusion. Alex said this should not be the norm and encouraged the Fiscal Officer to do her due diligence and talk with our employees so the Board does not have to do this every time the Fiscal Department wants to make a change that is confusing and the employees are confused about.

Alex recognized Sergeant Moore, representing Franklin Township Police Department and the Fraternal Order of Police (FOP) to speak.

Horn said he thought this conversation was to discuss the percentage increase of the premium and maybe the Township should have had a special meeting on this topic.

Moore said he was just made aware later this afternoon that insurance was going to be on the agenda tonight. With such short notice he quickly reviewed the FOP contract and it has similar restrictions as fire but theirs is listed under Article 22. Moore said he believes the members of the police union would understand the 10% increase and understands the details that Lenzo has provided. As long as the Township keeps the employee's portion at 10% then the FOP will be good with it, said Moore.

Fleshman asked the Chairman if they could take this to a vote. Alex said he had a motion on the floor to table this topic and asked Fleshman if this is what he was referring to. Rhinehart said she is hoping Fleshman was referring to the employee portion to be agreed upon at 10% and the Township will absorb the 2.2%. Fleshman asked Lenzo to read the agreed upon language as discussed. Lenzo read the changes indicating the employee portion would be at a 10% increase and the Township would absorb the remaining 2.2%.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Fleshman made a motion for the following resolution including the exhibit language changes.

Resolution 2020-230 (re-stated)

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves Medical Mutual of Ohio (MMO) to change the copay structure of the MMO Medical Plan, as of January 1, 2021, to reflect the member portion of the copay only, i.e., the minimum copay paid at point of service, thus eliminating all Franklin Township reimbursements to members for the copays. This change to the plan design has zero financial impact on members, as they will still have the same exact copay liability, and will have a seamless payment of provider benefits internally by MMO, that will then collect Health Reimbursement Arrangement (HRA) plan expenditures from Franklin Township on a mutually agreed upon time basis (minimum weekly) and will therefore not require any pre-fund or impress balance.

**Consider Change to HRA Administration Exhibit
for Resolution 2020-230
Franklin Township
Effective 1/1/2021**

Currently, Franklin Township reimburses covered members for a portion of all Office Visits, Specialist Visits, Urgent Care Visits and Emergency Room Visits.

The share is as follows:

Office Visit: Employee pays \$35;
Franklin Township reimburses \$25 (EE share = \$10)
Specialist Visit: Employee pays \$50;
Franklin Township reimburses \$40 (EE share = \$10)
Urgent Care: Employee pays \$75;
Franklin Township reimburses \$65 (EE share = \$10)
Emergency Room: Employee pays \$250;
Franklin Township reimburses \$175 (EE share = \$75)

MMO has offered to change the copay structure of the MMO Medical Plan to reflect the member portion of the copays above, thus eliminating all Franklin Township reimbursements for the copays. This change to the plan design has zero impact on members, as they will still have the same exact copay liability (listed above).

The increase to the medical premiums to make this change would be 2.2% (making the renewal increase for 1/1/2021 at +12.2% versus the original negotiated increase of +10%).

This amounts to a total ANNUAL increase in premiums of \$21,233. Based on the minimum number of covered employees and dependents (159), we estimate Franklin Township has reimbursed members approximately \$36,000 annually for copays.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

The estimated annual savings to Franklin Township would be approximately \$14,700 per year.

Because of the cost savings to Franklin Township, the increase to the member share of the Medical Mutual of Ohio medical premiums will be based on the agreed upon 10% increase for 1/1/2021. Franklin Township will absorb the additional 2.2% increase.

In addition, by making this change, Medical Mutual of Ohio (MMO) would be able to administer the HRA internally. Once a claim has been paid, MMO would reimburse the provider directly. This will be a benefit for the staff, as there is no need to file for reimbursement nor any need to submit Explanation of Benefits for claim substantiation. MMO would collect the HRA expenditures from Franklin Township on a weekly basis and will not require any pre-fund or imprest balance.

With no further discussion, Horn seconded the Resolution; with no additional discussion, the roll was called for its adoption and the vote was as follows:

Alex: YES/ NO **Fleshman:** YES/ NO **Horn:** YES/ NO
Resolution passed.

Fleshman thanked each collective bargaining union member who joined the call.

With no further discussion Alex moved to New Business:

Police Department Report

Chief Smith said that he has nothing new to report and thanked Sargent Moore for representing the members of the union on the call.

With no discussion, Alex moved to the Fire Department:

Fire Department Report

Chief Welch recommended the following resolution:

Resolution 2020-231

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves Fire Fighter B. Chandler to be placed on FMLA (Family Medical Leave Act) effective 12/10/2020 for an undetermined time frame.

Alex moved. Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows:

Alex: YES/ NO **Fleshman:** YES/ NO **Horn:** YES/ NO
Resolution passed.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Chief Welch recommended the following resolution:

Resolution 2020-232

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves Fire Fighter R. McMichael to be placed on FMLA (Family Medical Leave Act) effective 12/09/20 for an estimated forty-five (45) days.

Alex moved. Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows:

Alex: YES/ NO **Fleshman:** YES/ NO **Horn:** YES/ NO
Resolution passed.

Chief Welch recommended the following resolution:

Resolution 233

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves Fire Fighter A. Keefe to be placed on FMLA (Family Medical Leave Act) effective 11/24/2020 through 12/05/2020.

Alex moved. Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows:

Alex: YES/ NO **Fleshman:** YES/ NO **Horn:** YES/ NO
Resolution passed.

Welch presented to the Board an invoice from Ohio CAT for repairs made on the back-up medic.

Chief Welch recommended the following resolution:

Resolution 2020-234

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves to pay Ohio Cat \$12,244.65 for repairs and maintenance made on the back-up medic.

Alex moved. Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows:

Alex: YES/ NO **Fleshman:** YES/ NO **Horn:** YES/ NO
Resolution passed.

Fleshman asked Welch what were the specific repairs and maintenance performed on the medic from Ohio CAT. Welch said Ohio CAT replaced the high and low EGR valves which resulted from an oil leak which was repaired as well.

Fleshman asked Welch if the \$12,000.00 spent on maintenance and repairs on the back-up medic would have made a yearly payment on a new medic. Welch said, generally a new medic would cost the Township about \$40,000.00 annually on a six (6) year term. Fleshman asked how much money we have put into this medic in 2020. Welch said the Township had not had to use this back-up medic that much in 2020 so the current \$12,244.65 is what has been

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

put into the medic this year. Fleshman said he has always been adamant about not putting so much money in repairs and maintenance in old equipment and making the investment in new equipment. Welch said he is budgeting to place an order for a new medic at some point in 2021 and hopes to take possession by the end of 2021. Welch said he is working with the Fiscal Department to work something out.

Welch asked the Board to amend resolution 2020-219 and include the word *paid* as it relates to the administrative leave.

Chief Welch recommended the following amended resolution:

**Resolution 20220-235
(Amending Resolution 2020-219)**
BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves for employee Nicholas Thornton to be placed on *paid* administrative leave effective November 21, 2020 per the recommendations of Fire Chief, James Welch.

Alex moved. Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows.

Alex: YES/ NO **Fleshman:** YES/ NO **Horn:** YES/ NO
Resolution passed.

Welch answered Fleshman's earlier question on if it would make a difference if the Township could find resources to hire three (3) full time Fire Fighters, and Welch said this would be a game changer. Fleshman said he remembers when he first became a trustee that the Board had to lay off eight (8) Fire Fighters and the Township has worked their way back. In those days the Board was able to use money from the general fund to support the fire department. Fleshman said we have to be there for our residents and we need to sit down and see if we can make this happen to avoid brownouts. Horn said a way to hire a few Fire Fighters is if during negotiations on the upcoming fire union contract they were willing to take a few concessions there would be funding to hire Fire Fighters and get them to work.

With no further discussion, Alex moved to the Road Department.

Road Department Report:

Road Superintendent, Jim Stevens updated the Board on the status of the closed bids on the Ford F-550. Stevens said that as of today he has received no sealed bids for the F-550. Stevens asked the Board if he could have two (2) more weeks to try and obtain bids on the F-550. Fleshman recommended increasing the visibility of the for-sale sign on the truck. Stevens said he would work to find bigger for-sale signs to place inside the truck. Stevens said he also put notices on all of the Township's social media outlets. Fleshman said that Fred Reiser of Jordan's Crossing expressed interest in the truck. Stevens said he had heard nothing from Reiser.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Stevens continued by asking the Board if he could look into finding a vendor to install heat inside the pole building where the Road Department stores equipment. The trucks when prepared for snow removal, with salt in the beds of the truck need to be stored in a building with heat so the salt will not freeze up. Stevens said he would like to look at two different sources of heat (propane and/or natural gas). Fleshman agreed it is hard on the equipment when not stored in proper temperatures.

Fleshman made the following motion to allow the Road Superintendent, Jim Stevens, to research vendors who can install heat into the Road Department's equipment storage pole barn and bring this information back to the Board. Alex seconded the motion. With no further discussion, the vote was taken as follows: Alex, yes; Fleshman, yes; Horn, yes. The motion was passed.

Horn asked Stevens what the status of the payment of the 2019 leaf collection in the Village of Valleyview. Stevens said the Township did not pick-up leaves in the Village of Valleyview in 2020. Fleshman said that he was present at the Village of Valleyview meeting back when they talked about the leaf pick-up for 2019, and asked if this invoice was resolved? Stevens said he sent two statements in 2020 with an invoice but he does not track the payments when or if received. Horn said that at the last meeting the Assistant Fiscal Officer, Robyn Watkins confirmed that the 2019 invoice had not been paid. Horn asked Watkins to confirm. Watkins confirmed that the 2019 invoice for leaf collection in the Village of Valleyview has not been paid to date. Fleshman asked Watkins what is the total of the outstanding invoice. Watkins said she would have to look the invoice up but that she has attempted to reach out to the Village of Valleyview and spoke with the Village Clerk who recommended that Watkins go directly to the home of the Village Mayor to get this issue resolved.

Fleshman recommended Mr. Riggs to Stevens as a contractor for the heat on the pole barn.

Stevens provided an update on the new 2020 dump truck coming from Valley Ford. Stevens said Valley Ford is ahead on production and is hopeful he will have the truck next week. Stevens said the Road Department has been down a truck for months and this new truck will be a great help in getting things caught up.

With no further discussion, Alex moved to the Trustee's Report.

Trustees Report:

Trustee Alex said that Administrator Potts distributed a new 2021 Township Calendar for the Board to review and approve.

Fleshman asked Potts if the calendar keeps the Board from getting into the situations they faced in 2020 when meeting weeks were on the same weeks as payroll processing.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Potts asked Watkins to explain the calendar. Watkins explained that she color coded each week to identify regular Board meetings, pay dates, and federal holidays. Watkins explained that she gave the calendar to the Administrator two (2) weeks ago to ensure the Board would have plenty of time to review and make suggestions or revisions. Fleshman asked the Board if they wanted to keep the three (3) meetings in July 2021 as listed on the calendar. Watkins explained that if the Board skips a scheduled meeting that there is a lot of information that surfaces that may be important for the public to know that is missed. Ultimately, if something does come up, then the Board schedules numerous special meetings which then makes it difficult to keep up on all of the meeting minutes. Fleshman said a decision does not need to be made now, the Board can visit the calendar and make revisions in the future if they deem it necessary.

Trustee Alex made the following resolution:

Resolution 20220-237

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves to accept the 2021 Township Calendar as written.

Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows:

Alex: ✓ YES/□ NO **Fleshman:** ✓ YES/□ NO **Horn:** ✓ YES/□ NO
Resolution passed.

Trustee Fleshman reported on the MonEBak/Brown Road East Sanitary Sewer Project stating that the project is almost complete. Fleshman said there could be a third round for the financial assistant program for the sanitary sewer installation. Fleshman encourages those who may not have been approved in the past to apply again if a third round of financial assistance becomes available. Fleshman welcomed anyone to call him directly to speak about the sewer financial assistance application process.

Trustee Horn reported on his follow up on the Franklin County Rural Zoning Commission related to the reports on the noise nuisance from the Westland Mall Outdoor Concert Series from the Summer/Fall of 2020. Fleshman said the Board needs to support the residents as it relates to the noise being a nuisance in the Township. This could be an issue for new businesses who are interested in moving into the area as well as our existing business staying in the Township. What does the Board want the Township to look like if there is a noise nuisance in the area? Franklin Township does not have a voice since this is a County decision, said Fleshman.

Administrator Potts reported that the Fall/Winter Newsletter was emailed to the Board and provided a quote from Pro Printing for printing and mailing costs.

RECORD OF PROCEEDINGS

**Minutes of Franklin Township
Franklin County, Ohio**

Regular Meeting

**Held via Teleconference
COVID-19 Emergency Declaration
Ohio's Open Meeting Act**

December 10, 2020

Trustee Alex made the following resolution:

Resolution 2020-236

BE IT RESOLVED by the Board of Trustees of Franklin Township, Franklin County, Ohio, that the Board approves to allow Pro Printing to print and mail the 2020 Fall/Winter newsletter at a cost not to exceed \$3,100.00.

Fleshman seconded the Resolution; with no discussion, the roll was called for its adoption and the vote was as follows:

Alex: ✓ YES/□ NO

Fleshman: ✓ YES/□ NO

Horn: ✓ YES/□ NO

Resolution passed.

Fleshman thanked all of the departments who worked on the newsletter.

Questions

Alex asked Potts if there were any comments/questions from the public.

Potts confirmed that there were no comments on social media, email, or on the telephone.

Adjournment

With no further discussion, Alex adjourned the meeting at 8:15 p.m.

Signature on file with original

Aryeh Alex, Chairman/Trustee

Signature on file with original

John Fleshman, Vice-Chairman/Trustee

Signature on file with original

Ralph Horn, Trustee

Signature on file with original

Mary Rhinehart, Fiscal Officer